

THE 20TH ANNIVERSARY OF ANGLE



In 1996, the CIA's Agency Network of Gay and Lesbian Employees (ANGLE) was established¹. Its three founding members, who worked

in the DS&T and National Photographic Interpretation Center, were part of the Lesbian, Gay, Bisexual, and Transgender (LGBT) community. With the support of Agency management, ANGLE began to communicate the message that LGBT employees equally contribute to the CIA's mission, regardless of their sexual orientation.

Today, ANGLE serves as both an ally for the LGBT employees and as a resource for all CIA officers.

This display brings to life some of the institutional challenges that LGBT employees have encountered at the Agency and throughout society — while also celebrating the milestones made on behalf of equality and acceptance.

¹ANGLE's name was later expanded to include bisexual and transgender officers and allies. ANGLE's official name today is The Agency Network for Gay, Lesbian, Bisexual, and Transgender Officers and Allies.



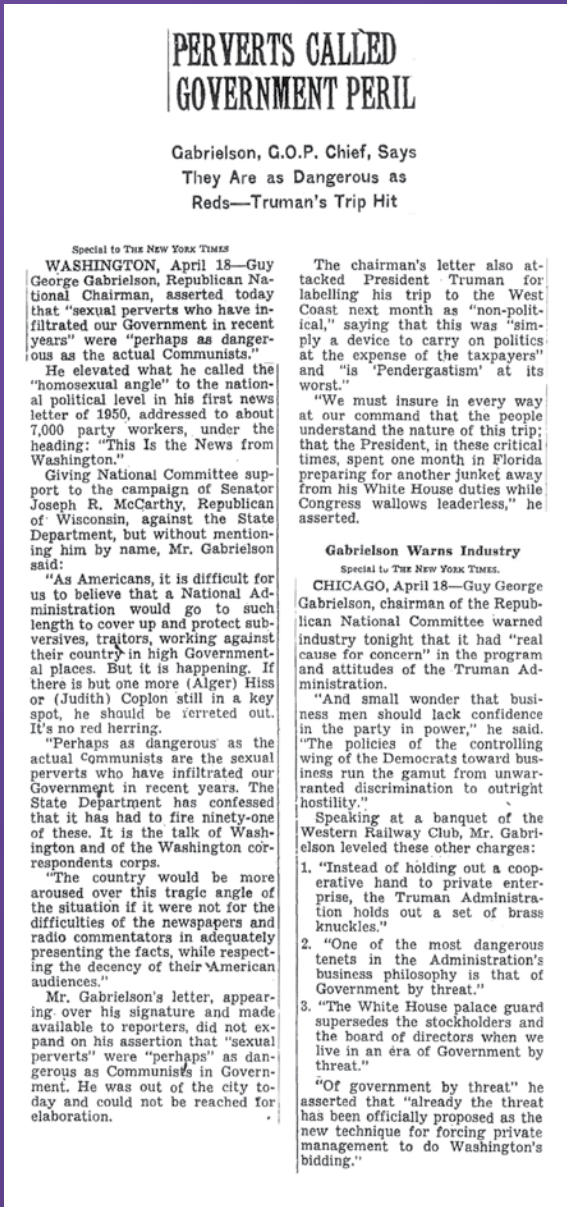
“ I am a woman with a fantastic wife. I love my dogs and going to the beach as often as I can, and I enjoy a fulfilling career at the Agency that enables me to support our national security. ”

LAVENDER SCARE

With the start of the Cold War, the US Federal Government takes a hard line against LGBT employees. Intelligence agencies saw homosexuality as an inherent security risk. Senior officials believed closeted officers could be blackmailed into betraying state secrets.

1948

When the CIA begins polygraphing employees in 1948, it includes a question on homosexual activity in order to identify gay employees for dismissal.



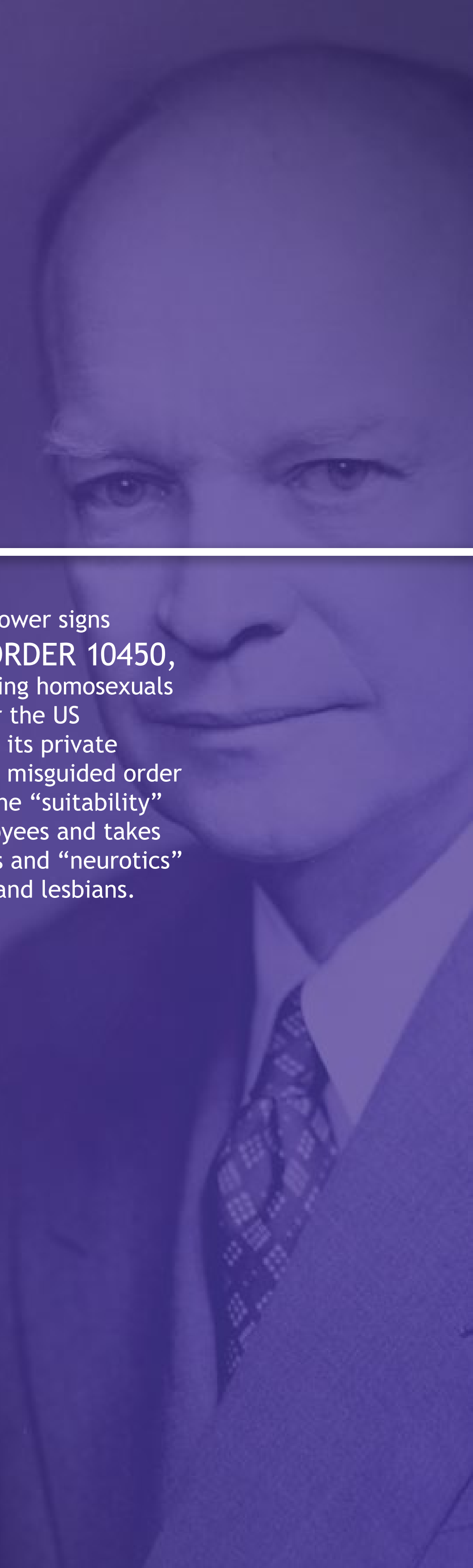
1947-1960

More than 500 gay men and women are fired from their US Government jobs – and more than 4,300 men and women are discharged from the military – in a purge known as the “Lavender Scare.” At the CIA, LGBT officers confront a similar climate: Between 1949 and 1953, homosexuality accounts for as much as three-quarters of both Agency applicant and employee separations.

● Each dot represents an individual who lost their job.

1953

President Eisenhower signs EXECUTIVE ORDER 10450, effectively banning homosexuals from working for the US Government and its private contractors. The misguided order aims to ensure the “suitability” of federal employees and takes aim at alcoholics and “neurotics” along with gays and lesbians.



SERVING IN SILENCE

The CIA begins to allow more LGBT employees to pass through the screening process, suggesting a more accepting attitude in employment practices. However, the Agency continues to be intolerant of homosexuals.

1965

Members of the nascent LGBT rights movement picket outside federal offices in Washington to protest the US Government's employment discrimination. It is the **FIRST PUBLIC PROTEST BY GAYS AND LESBIANS** in the nation's capital.

While LGBT officers serve in silence inside the CIA, employees in other US Government agencies gradually see change on the horizon.

1969

In the early morning hours of June 28th, a courageous group of citizens resist harassment and mistreatment at the Stonewall Inn, a popular gay bar in New York City. The event — known as the Stonewall Uprising — served as the catalyst for the modern LGBT pride movement.

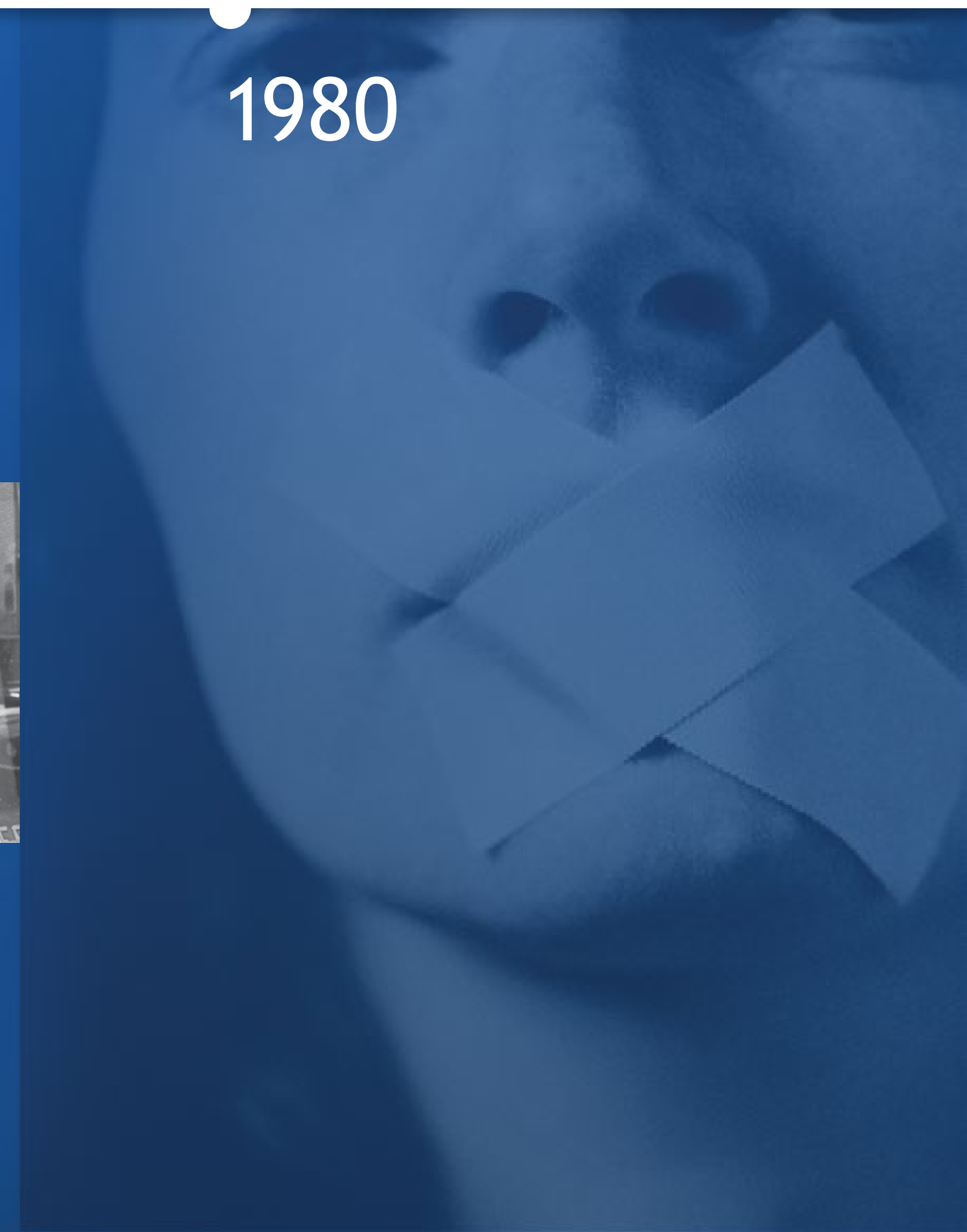
1977

Harvey Milk is elected to the San Francisco Board of Supervisors, becoming one of the first openly gay elected officials in the country. Known as the "Mayor of Castro Street," he championed causes ranging from gay rights to childcare to low-income housing.



Agency leaders begin to consider implementing an unofficial "don't ask, don't tell" policy after debate over whether polygraph admissions should result in **AUTOMATIC FIRINGS**.

1980



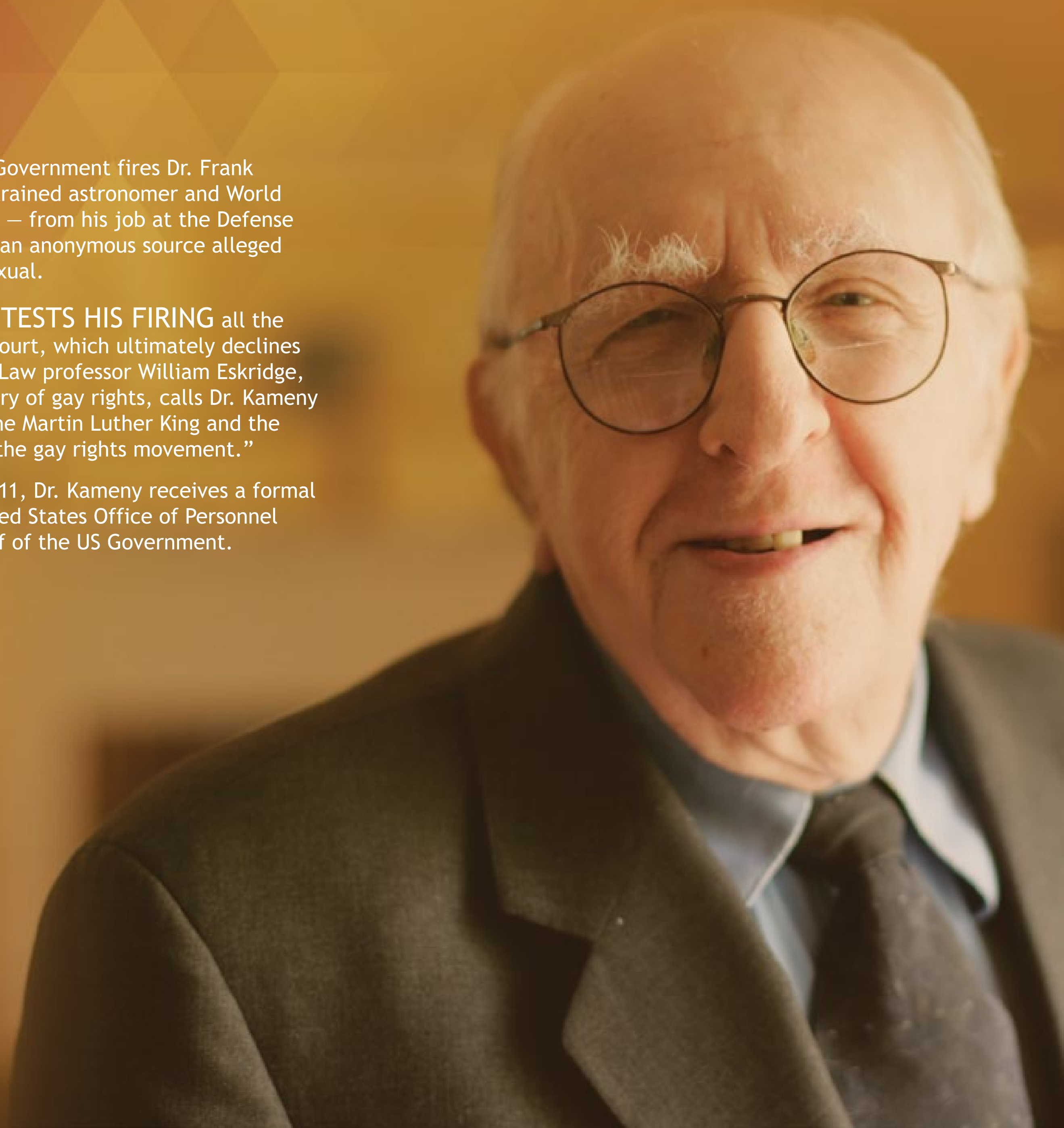
A PIONEER IN THE LGBT COMMUNITY

1957

The US Government fires Dr. Frank Kameny — a Harvard-trained astronomer and World War II combat veteran — from his job at the Defense Mapping Agency after an anonymous source alleged that he was a homosexual.

DR. KAMENY CONTESTS HIS FIRING all the way to the Supreme Court, which ultimately declines to hear his case. Yale Law professor William Eskridge, an expert on the history of gay rights, calls Dr. Kameny “the Rosa Parks and the Martin Luther King and the Thurgood Marshall of the gay rights movement.”

Before his death in 2011, Dr. Kameny receives a formal apology from the United States Office of Personnel Management on behalf of the US Government.



“

A lot of people I meet at networking events for the LGBT community are surprised I'm there. They ask, 'I can work at the CIA?' As a recruiter, I get a sense of accomplishment from dispelling old assumptions and seeing candidates excited about applying to the Agency.

”

SXSW

Wisconsin LGBT
Business Diversity
Summit

out&EQUAL
Workplace Advocates

oSTEM
Diversity Innovation

pride
at the CIA

The LGBT Community Outreach Program in the CIA's Diversity and Inclusion Office attracts mission-critical talent by attending events and partnering with groups across the country.

HOW CAN I BE AN ALLY TO LGBT OFFICERS?

Be a good listener



Learn what kind of experiences your LGBT coworkers have had in the world

Be respectful and inclusive



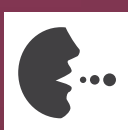
Understand that everyone has the right to be authentic to themselves; allow someone to be who he or she is, without pressure

Be yourself



For inspiration on how to be an effective ally, you need only reflect on your own personal values; ask yourself, and your colleagues, how would you like to be treated at work?

Ask for help



Everyone worries about saying the wrong thing, but if you're taking a positive step with good intentions, you'll find that LGBT colleagues are happy to answer your questions



AN AGENCY DIVIDED

During the 1980s and 1990s, the CIA's policies toward LGBT employees are inconsistent. On one hand, the Agency stated in a 1980 directive that being gay in and of itself does not preclude access to classified information. However, the CIA fired an officer — whose performance had been evaluated as highly successful — in 1982 after he came out during his polygraph.

1982

In *Webster v. John Doe*, a former CIA employee begins his legal challenge to the Agency's disqualification of gay officers.

The Supreme Court eventually **RULES FOR THE CIA IN 1988**, allowing the Agency to continue to set its own standards for security clearances, even if it means barring homosexuals from serving their country.



• The onset of the AIDS crisis galvanizes the LGBT community. Its members begin to take an active, visible role in campaigning for the rights that other Americans take for granted — such as being allowed extended time off from work to care for a sick partner.

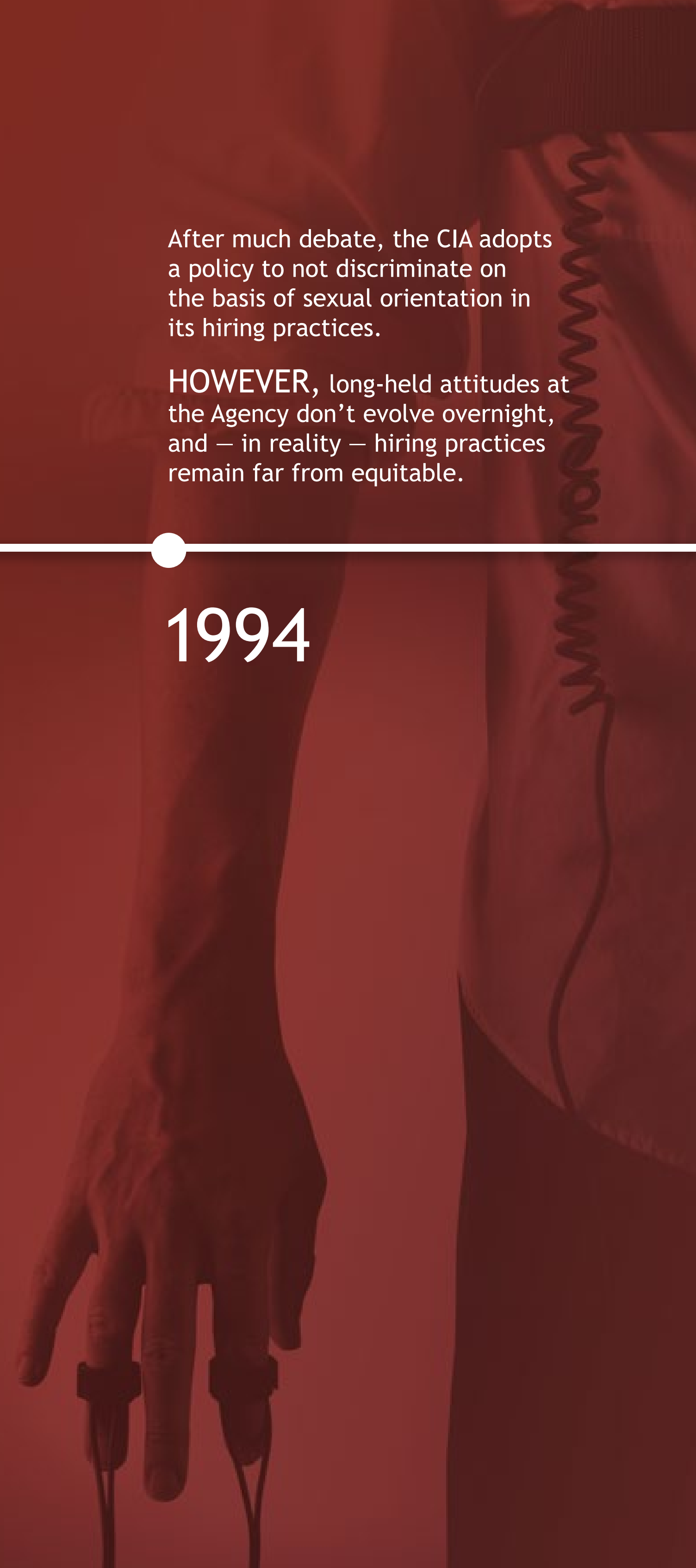
1991

Three years after the Supreme Court's decision in *Webster v. John Doe*, the CIA — for the first time — declares there will **BE NO BLANKET POLICY** to deny security clearances on the basis of sexual orientation.

After much debate, the CIA adopts a policy to not discriminate on the basis of sexual orientation in its hiring practices.

HOWEVER, long-held attitudes at the Agency don't evolve overnight, and — in reality — hiring practices remain far from equitable.

1994





“

I am proud to serve my country as a gay Senior Intelligence Officer.

I've been able to contribute 30+ years of my life to my country and making a difference across a variety of fantastic missions, because the CIA took steps to transform itself into one that values an inclusive and engaged LGBT workforce.

Thank you to the pioneers and leaders who drove early change in the mid-90s — and to those officers who continue to push for change. And a special thanks to my friends who embraced me for who I am.

”

A photograph of President Bill Clinton, wearing a dark suit, a red and black striped tie, and glasses. He is seated at a desk, looking down at a document he is signing with a pen. His left hand rests on the desk, and a watch is visible on his wrist. The background is a dark, geometric pattern of triangles in shades of blue and green.

1995

President Clinton issues **EXECUTIVE ORDER 12968**, which states the US Government will not discriminate in granting access to classified information “on the basis of race, color, religion, sex, national origin, disability, or sexual orientation.”

Even with E.O. 12968 in place, the overt presence of LGBT officers remains controversial in some parts of the CIA. Previously closeted officers fear they would be fired for withholding their status in past medical screenings or polygraphs.

INITIATING INCLUSION

In accordance with E.O. 12968, the CIA revises its hiring and employment practices, ushering in a new era at the Agency. While policies are initiated with the stroke of a pen, workplace culture doesn't change overnight, and institutional discrimination is not easily forgotten. Many LGBT officers still hear derogatory comments and fear that coming out will hurt their career.

1996

The CIA's Agency Network of Gay and Lesbian Employees (ANGLE) is established. The group encounters **INITIAL RESISTANCE**, with a handful of senior officers cautioning one of the group's original members that her actions could be detrimental to her career. But over time — and after several one-on-one conversations with Agency leaders — ANGLE found a more welcoming reception.

1998

- ▶ **EXECUTIVE ORDER 13087** is signed, becoming the first E.O. to prohibit discrimination based on sexual orientation in the federal civilian workforce.
- ▶ LGBT employees engage senior managers across the Agency to address workplace concerns, the security clearance process, and family leave policies.

1999

- ▶ ANGLE is chartered as an official Agency organization.
- ▶ The CIA holds its first Pride Month event in 1999, prompting some backlash by Agency employees who criticize LGBT behavior as a “vice” and Pride Month as “offensive.”



The recruitment brochure: “Sexual Orientation And The CIA. Answers To Common Questions,” is drafted and completed by ANGLE.

2001

2001

The “International Journal of Intelligence and Counterintelligence” publishes an article that refutes any correlation between homosexuality and espionage.



POP CULTURE. In the 1990s and 2000s, network television shows — such as Roseanne, My So Called Life, Ellen, and Will & Grace — bring openly gay characters into living rooms across the country, helping to cultivate Americans’ understanding of the LGBT community.

ACCELERATING PROGRESS

Policy changes, presidential directives, and strong ally engagement begin to improve the landscape for LGBT employees.

2009-2012

The Agency enacts PCS policies that are inclusive of LGBT families.

2009

OPM prohibits discrimination against transgender employees.

2010

President Obama signs legislation repealing “Don’t Ask, Don’t Tell,” allowing gays and lesbians to **SERVE OPENLY** in the US military.

2011

- ▶ The Agency begins inviting both spouses and domestic partners of new employees to attend the Access CIA orientation on their first day of employment.
- ▶ ANGLE rolls out a well-received education and awareness program, “How To Build Inclusive Environments At CIA.”
- ▶ OPM issues guidance for ensuring that gender-transitioning employees are **TREATED WITH DIGNITY AND RESPECT.**

The CIA holds the first **INTELLIGENCE COMMUNITY LGBT SUMMIT.** Members of LGBT groups from nine Intelligence Community agencies discuss best practices for making LGBT employees feel secure and comfortable.

2013

2012

In June, the Supreme Court declares a key provision of the Defense of Marriage Act unconstitutional.

OVER THE NEXT WEEK, OPM issues guidance on extending benefits — such as health insurance and survivor benefits — to legally married same-sex spouses of federal employees, and DCIA Brennan confirms the Agency will swiftly implement policy changes.

LOOKING TO THE FUTURE

One small act today can have a lasting, positive effect on our colleagues, our work units, and our workplace.

To ensure that every CIA officer is able to bring a full range of views and talents to our mission, the Agency has initiated a **DIVERSITY AND INCLUSION STRATEGY**, which sets out three key goals:

- Weaving diversity and inclusion throughout the talent cycle
- Becoming an employer of choice
- Increasing diversity of leadership

“

Diversity of thought, ethnicities, backgrounds, and experiences is essential to the CIA's success and we need it at every level of the enterprise. It is our duty to harness the richness of all our employees and to ensure each of them is valued. Given our global mission, no Government agency stands to benefit more from diversity and inclusion than does the CIA.

”

DCIA John O. Brennan